

Building a Community of Communities at First U

Prompts for Discussion

1. Describe your community or group. What is the current state of your community group. You may consider the following in your description of the group.
 - What is function/purpose/mission
 - How decisions are made?
 - How do members join?
 - Is there a membership criteria
 - Closed vs open (do you need to be a member of First U)
 - Meeting/event/function structure
 - How is programming created?/delivered?
2. Does your group have a relationship to the UU principles including the 8th principle to dismantle racism and other oppressions
3. Where is your group/committee in the work to ground the 8th Principle into your thinking, decisions, and actions?
4. Where do you see yourself on the chart? ([ARAOMC tool Template](#))
5. What changes do you think this group should make to better include the 8th principle into the groups framework

Things to consider when discussing potential changes to the committee to make it more inclusive and to align with the 8th principle.

(List comes from [Widening the Circle - Communities](#))

1. On a scale of 1 to 10, how important to the work of your committee is the 8th principle.
2. What policies and practices promote multiculturalism and eliminate racial bias within your group? (note: multiculturalism includes multi-generational) (For Board and bylaws as well.)
3. How are your members chosen? How are your members equipped to learn to respect and honor racial, generational and cultural diversity?
4. How are the voices of those historically marginalized not represented in discussions and decisions?
5. How do leaders within your group show that they value diversity on an ongoing basis?
6. How is anti-bias education built into your group's yearly cycle?

7. What stories or anecdotes illustrate how your group engages in practices that counter these practices of white-normed culture: perfectionism, defensiveness, valuing quantity over quality, worship of the written word, conflict avoidance, paternalism, either/or thinking, power hoarding, paternalism, false sense of urgency, assuming a right to comfort, and individualism.